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NAVADMIN 218/16

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SUBJ/NAVY RATING MODERNIZATION//

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1. This NAVADMIN announces the first phase of a multi-year implementation effort to transform current Navy Enlisted Career Management processes.
2. This modernization effort is the result of a review of Navy rating titles completed this year by the Master Chief Petty Officer of the Navy and his leadership mess. As a result, the Secretary of the Navy announced that the Navy will develop a new approach to enlisted ratings that provides greater detailing flexibility, training and credentialing opportunities, and ultimately translates Navy occupations more clearly to the American public. The intent is to transform our enlisted personnel business processes to maximize talent management and career flexibility, while arming our Sailors with superior training and widely recognized credentials that will convey to the civilian workforce.
3. Navy will move from Rating Titles to alpha-numeric Navy Occupational Specialty (NOS) codes. This change is a first step on the way to providing Sailors the opportunity to move back and forth between occupations. This change represents a significant cultural shift and it is recognized that it will not happen overnight, but will take time to become fully implemented.
4. Effective immediately, enlisted Navy Sailors will be addressed by rank vice by rating. E1 through E3 Sailors will be addressed as "Seaman," E4 through E6 will be called "Petty Officer Third/Second/First Class" as appropriate and senior enlisted paygrades of E7 through E9 will be called "Chief, Senior Chief, or Master Chief" depending on their paygrade. For example, a Sailor will no longer be called YN2. Instead, he or she will be called a "Second Class Petty Officer," or simply "Petty Officer." There will no longer be a distinction between "Airman, Fireman, and Seaman." They will all be

"Seamen." As we move toward a Navy where Sailors may hold multiple occupations, rating titles will no longer be applicable. Addressing our Sailors by rank also brings us more in line with the other services.

5. NOS codes will be grouped under logical and broader career fields. These career fields will enable flexibility to move between occupational specialties within career fields and they will be tied to appropriate training and qualifications. Each NOS will be matched with similar civilian occupations to enable the Navy to identify credentials and certifications recognized and valued within the civilian workforce. The Navy will aggressively pursue opportunities for Sailors to earn credentials recognized and held by their civilian counterparts and incorporate those credentials into Sailors professional development.

6. A working group was formed in July to identify personnel policies, management programs, and information technology systems that may require modification to support this effort. The working group has developed recommendations and a plan of action and milestones to fully implement the transformation to NOS. Changes to personnel management processes, policies, programs and systems will proceed in deliberate and thoughtful phases that will enable transitions that are seamless and largely transparent to the fleet. Fleet involvement and feedback will be solicited during each phase of the transformation. All aspects of enlisted force management to include recruiting, detailing, advancements, training, and personnel and pay processes are being carefully considered as we move forward.

7. This change is one step in a larger effort to modernize our personnel systems, and will benefit all Sailors with greater career flexibility while in the Navy and after they depart the Service.

8. Released by Vice Admiral R. P. Burke, N1.//  
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